



SUPPLIER CODE OF CONDUCT

Introduction and purpose

Symposium Cracoviense Sp. z o.o. has been setting standards in the events industry for over 27 years. As a conference organiser, we recognise that our impact on the environment and society is the result of our own actions and those of our partners. This Code forms the foundation of our cooperation with Suppliers, setting out minimum ethical, environmental and social standards, compliance with which is a condition for maintaining business relations with our company.

The Code applies to all Suppliers of goods and services working with Symposium Cracoviense, regardless of their location. The Supplier undertakes to promote and enforce these principles amongst its own subcontractors as well.

ESG Pillars – expected standards



Environment

The Supplier undertakes to conduct its business in a manner that minimises negative environmental impact:

- Emissions and carbon footprint: The Supplier shall take steps to monitor and reduce greenhouse gas emissions (including Scope 1, 2 and 3). We give preference to Suppliers with a decarbonisation strategy.
- Circular economy: The priority is to reduce the consumption of virgin raw materials, eliminate single-use plastics and select recycled or certified materials (e.g. FSC, PEFC).
- Resource efficiency: The Supplier ensures the efficient management of energy, water and raw materials in the provision of services.
- Certification: We encourage suppliers to obtain environmental certifications, such as ISO 14001, EMAS and Green Key.



Social

The supplier respects human rights and ensures decent working conditions, in accordance with ILO conventions:

- Employees' rights: An absolute ban on forced labour, child labour, modern slavery and discrimination on the grounds of race, gender, religion, sexual orientation or disability.
- Occupational health and safety (OHS): Ensuring a safe and healthy working environment is a priority. The Supplier is obliged to provide health and safety training for employees.
- Wages and working hours: Compliance with local labour laws and the provision of fair wages enabling a decent standard of living.
- Community: Supporting local labour markets, engaging in the development of local communities and maintaining ethical relationships with stakeholders.

The Supplier's Undertaking
By signing the contract or agreeing to the collaboration, the Supplier declares that it has read and understood the contents of this Code and undertakes to comply with it, as well as to promote these values throughout its supply chain.



Governance

The Supplier's business activities must be based on the highest standards of integrity:

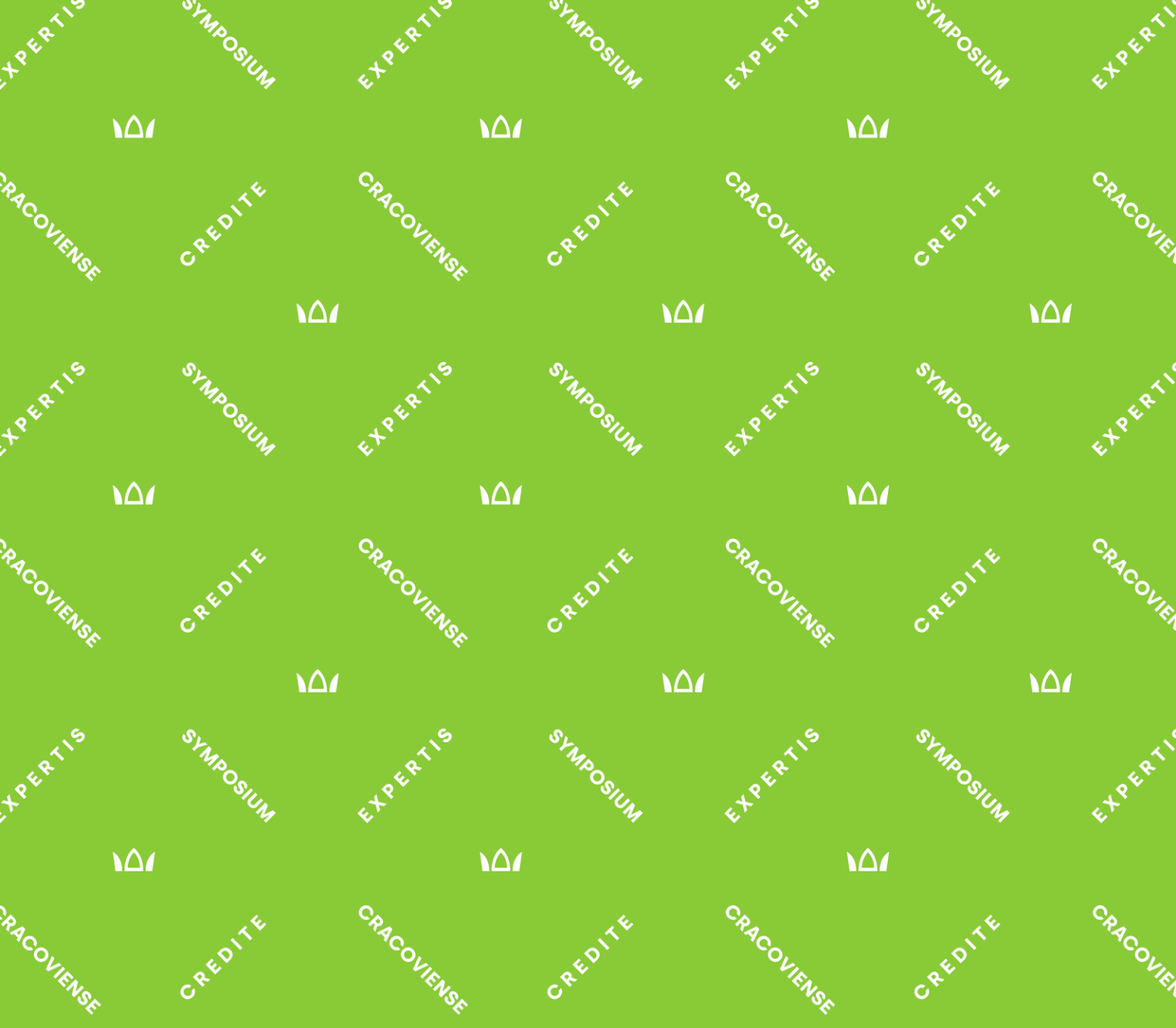
- Ethics and anti-corruption: A total ban on bribery, corruption, extortion and money laundering.
- Transparency: The Supplier ensures transparency in the pricing of costs and contractual terms. It undertakes to disclose any conflicts of interest.
- Data protection (GDPR/Cybersecurity): The Supplier shall ensure the highest standards of protection for the personal data of event participants and the commercial information of Symposium Cracoviense.
- Whistleblowing: The Supplier should provide its employees with a secure channel for reporting breaches of the law and unethical practices.



Verification, reporting and monitoring

Symposium Cracoviense treats ESG as an ongoing process. We expect Suppliers to:

- Self-assessment: Be prepared to complete ESG questionnaires provided by Symposium Cracoviense.
- Monitoring: Reliable reporting of data regarding the impact of events.
- Audits: In the event of serious suspicions of a breach of the Code, Symposium Cracoviense reserves the right to carry out an audit (in-house or external) at the Supplier's premises.
- Corrective action plans: Should any non-compliance be identified, the Supplier undertakes to implement a Corrective Action Plan within the agreed timeframe.



I confirm that I will comply with the above rules

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